Welcome to the Department of the Army's Engineers and Scientists
(Resources and Construction)
Army Civilian Training, Education, and
Development System(ACTEDS) Plan
CP-18

http://www.hq.usace.army.mil/cemp/cp18/index.h

CP 18 Environmental Track

Footprint to the Environmental Track

From the Army's Civilian Personnel Website

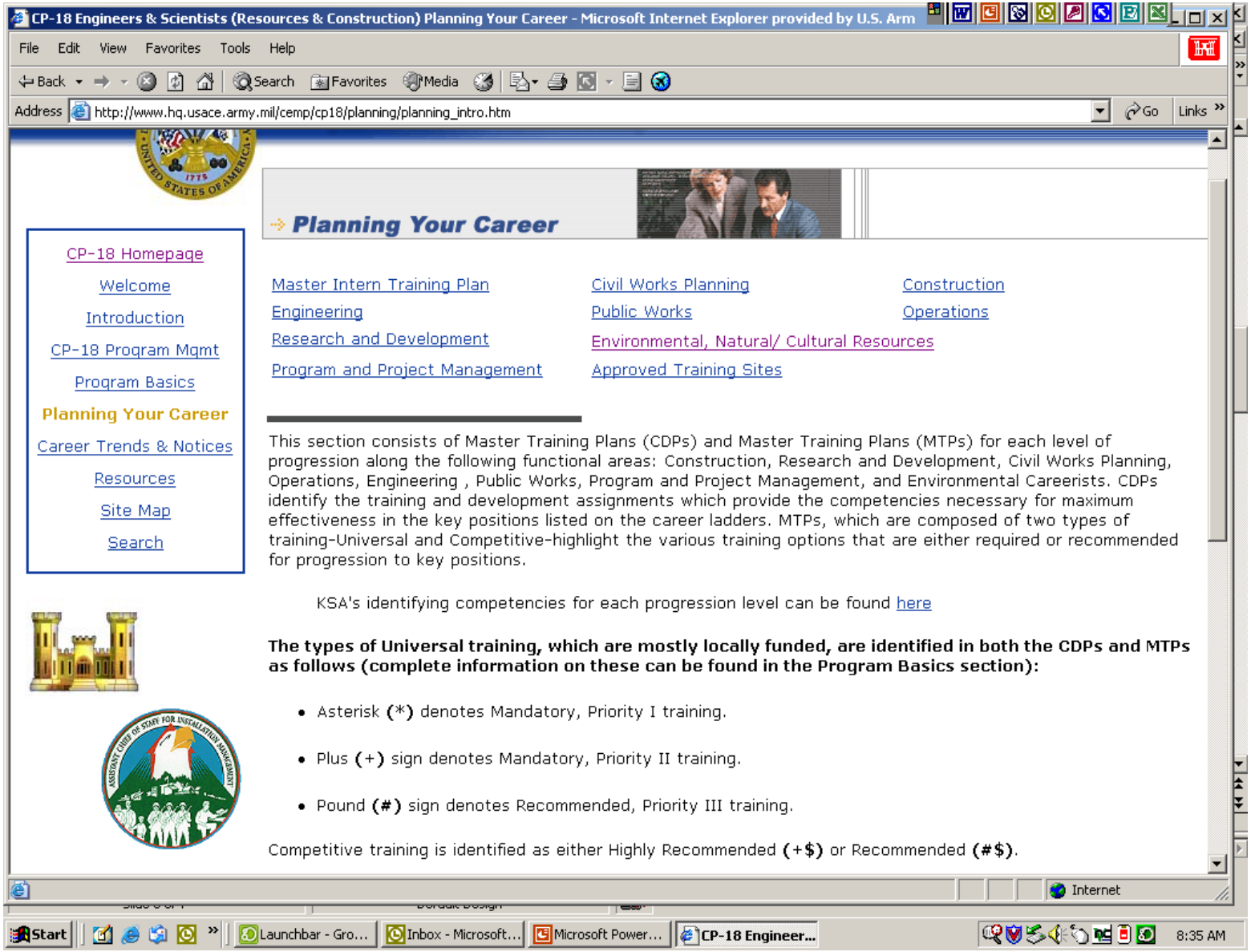
- http://cpol.army.mil/index.html
- http://cpol.army.mil/library/train/acteds/
- http://www.hq.usace.army.mil/cemp/cp18/
- http://www.hq.usace.army.mil/cemp/cp18/

  planning/p_environmental_des.htm

Footprint to the Environmental Track

From the Corps of Engineers website

- http://www.hq.usace.army.mil/hqhome/
- http://www.hq.usace.army.mil/cemp/mainmp.htm
- http://www.hq.usace.army.mil/cemp/cp18/index.htm
- http://www.hq.usace.army.mil/cemp/cp18/program/ program_pro_lev.htm#enviro


CP-18 Engineers & Scientists (Resources & Construction) Planning Your Career - Microsoft Internet Explorer provided by U.S. Arm
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Approved Training Sites
This section consists of Master Training Plans (CDPs) and Master Training Plans (MTPs) for each level of progression along the following functional areas: Construction, Research and Development, Civil Works Planning, Operations, Engineering , Public Works, Program and Project Management, and Environmental Careerists. CDPs identify the training and development assignments which provide the competencies necessary for maximum effectiveness in the key positions listed on the career ladders. MTPs, which are composed of two types of training-Universal and Competitive-highlight the various training options that are either required or recommended for progression to key positions.
KSA's identifying competencies for each progression level can be found here
The types of Universal training, which are mostly locally funded, are identified in both the CDPs and MTPs as follows (complete information on these can be found in the Program Basics section):
Asterisk (*) denotes Mandatory, Priority I training.
Plus (+) sign denotes Mandatory, Priority II training.
Pound (#) sign denotes Recommended, Priority III training.
Competitive training is identified as either Highly Recommended (+$) or Recommended (#$).
Internet
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Launchbar - Gro...
Inbox - Microsoft...
Microsoft Power...
CP-18 Engineer...
8:35 AM

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Master Intern Training Plan
Civil Works Planning
Construction
Engineering
Public Works
Operations
Research and Development
Environmental, Natural/ Cultural Resources
Program and Project Management
Approved Training Sites

Description | Entry/Intern | Team Leader/ Jrnyman | Management/ Technical | Senior

Environmental, Natural/ Cultural Resources Functional Responsibilities

Personnel assigned to Environmental, Natural/Cultural Resource positions in CP-18 generally perform duties and responsibilities that are related to, or are in support of, the management or execution of installation of environmental, natural/cultural resource functions. Disciplines may include Natural Resources Management in such areas as forestry, wildlife management, historical and cultural resource management, land management, and pest management programs. They may also include compliance in such areas as air, water, noise, hazardous substances, waste management, emergency response, non-hazardous waste management, pollution prevention and recycling, asbestos abatement and site restoration. Though the skills and abilities for this field vary, considerable emphasis is placed upon communication skills, the ability to conduct training, planning and implementation, and personnel management, among others.

KSA's identifying competencies for each progression level can be found here

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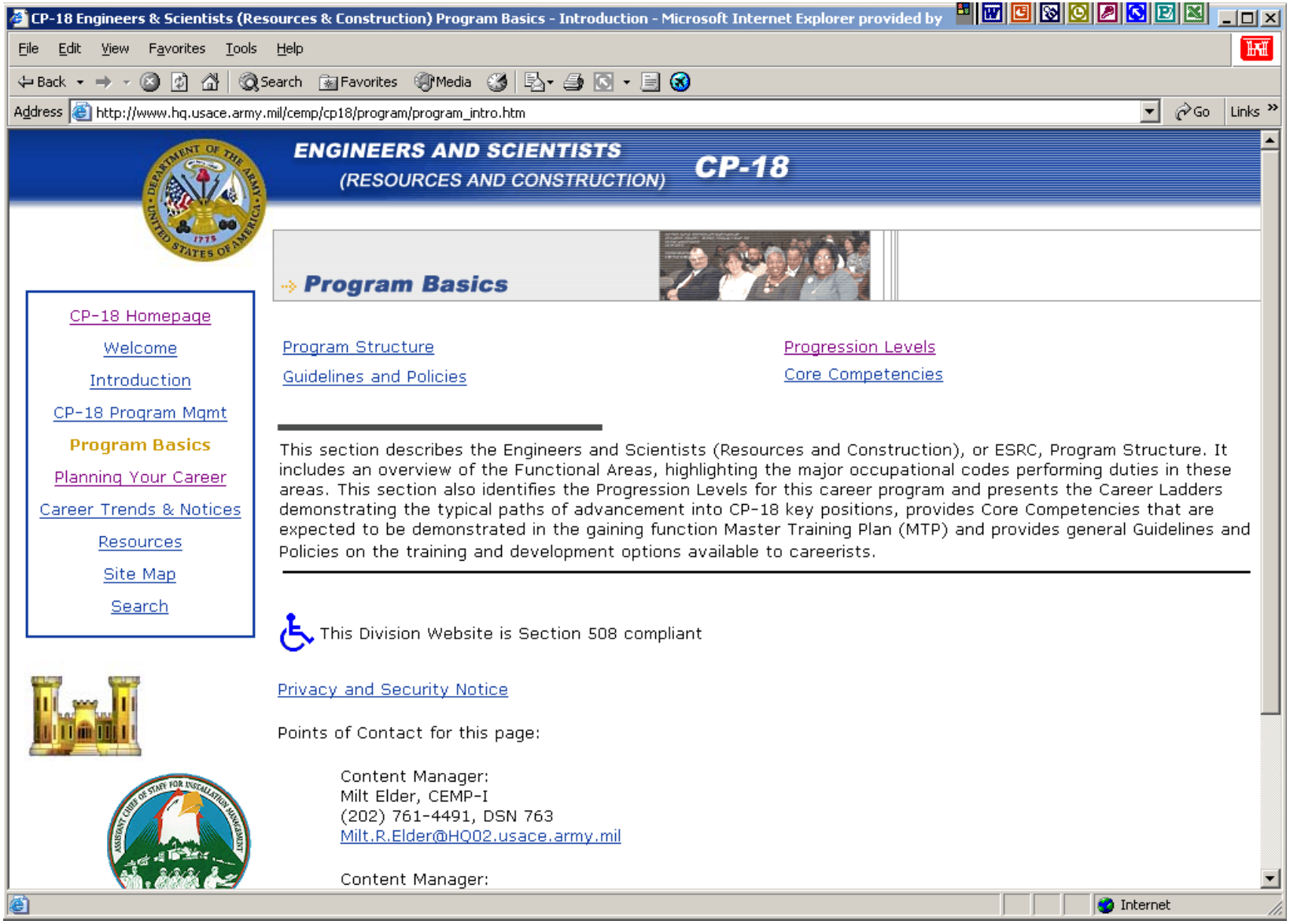
Internet

http://www.hq.usace.army.mil/cemp/cp18/planning/p_environment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Program Structure
Guidelines and Policies
Progression Levels
Core Competencies
This section describes the Engineers and Scientists (Resources and Construction), or ESRC, Program Structure. It includes an overview of the Functional Areas, highlighting the major occupational codes performing duties in these areas. This section also identifies the Progression Levels for this career program and presents the Career Ladders demonstrating the typical paths of advancement into CP-18 key positions, provides Core Competencies that are expected to be demonstrated in the gaining function Master Training Plan (MTP) and provides general Guidelines and Policies on the training and development options available to careerists.
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ENGINEERS AND SCIENTISTS
(RESOURCES AND CONSTRUCTION) **CP-18**

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Program Structure
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Progression Levels
Career Ladders
Core Competencies

Career paths in the ESRC field are divided into 4 levels of progression, ranging from Entry Level/Intern to Senior Executive Service (SES) staff. Each level is associated with specific skill and knowledge requirements, and advancement at each of these levels depends on a number of factors, including additional training, further education, choice of assignments, and other factors. General definitions and guidelines are given below; more specific requirements and suggestions are found in the Planning Your Career section.

Entry/Intern | *Team Leader/ Jrnyman* | *Management/ Technical* | *Senior Level*

This level is the primary method of entry into this Career Program. It includes Interns and Leadership Development Careerists, in positions typically ranging from grades GS-5 to GS-9. An individual at this level is selected mainly for his or her growth potential based on achievement of a higher education degree (typically a Bachelor's). The primary purpose of training at this level is to gain knowledge of the Army; develop basic leadership, communications and computer skills; engage in rotational assignments; complete short courses; acquire knowledge of the functional area represented by their career program; and, if necessary, complete any courses required for certification in their particular discipline/field.

Career Ladders

http://www.hq.usace.army.mil/cemp/cp18/PLANNING/planning_intro.htm Internet

http://www.hq.usace.army.mil/cemp/cp18/program/program_pro_lev.htm

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GENERAL CAREER LADDER FOR KEY ESRC POSITIONS

Management Level: GS 13/14/15 - Experience in career functional area(s). A broad base of diversified management and technical experience and knowledge within the functional area (s) is essential to advance to the position of the functional chief. Developmental assignments at field or Headquarters level may be appropriate. Long-term training (technical, management or leadership) may be appropriate at this level.

Team Leader/Journeyman: GS 11/12 - Experience in career functional area(s). A broad base of diversified technical experience and knowledge within the functional area (s) is essential to advance. Rotational developmental assignments within and without the functional area are appropriate. Long-term training technical training may be appropriate at this level.

Entry/Intern Level: GS5/7/9 - Rotational experience in multiple functional areas.

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The following Career Ladders are representative of typical career paths in the ESRC field.

TYPICAL PROGRESSION TO KEY POSITIONS

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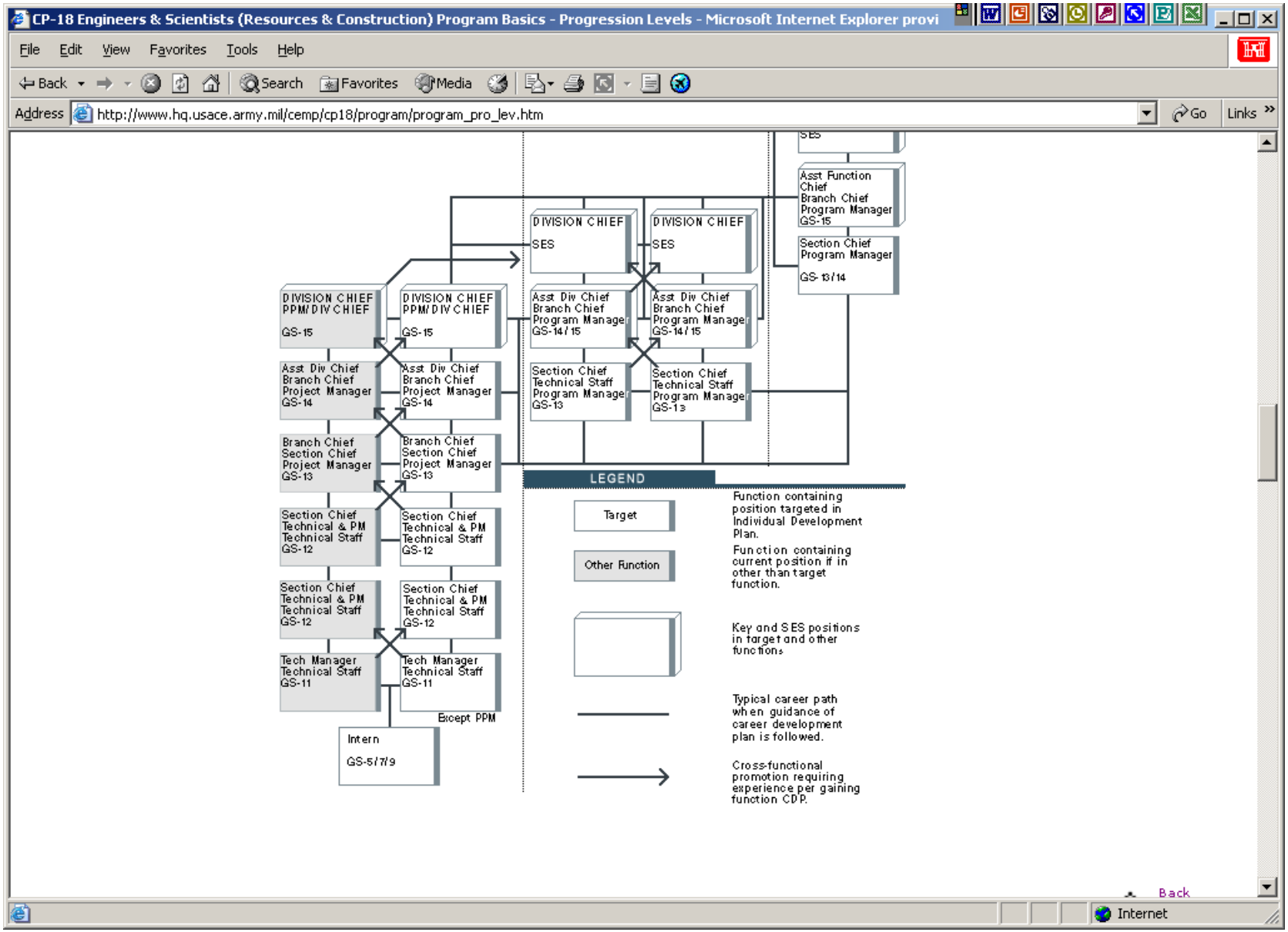
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DIVISION CHIEF PPM/DIV CHIEF GS-15
DIVISION CHIEF SES
DIVISION CHIEF SES
Asst Function Chief Branch Chief Program Manager GS-15
Section Chief Program Manager GS-13/14
Asst Div Chief Branch Chief Project Manager GS-14
Asst Div Chief Branch Chief Project Manager GS-14
Asst Div Chief Branch Chief Program Manager GS-14/15
Asst Div Chief Branch Chief Program Manager GS-14/15
Branch Chief Section Chief Project Manager GS-13
Branch Chief Section Chief Project Manager GS-13
Section Chief Technical Staff Program Manager GS-13
Section Chief Technical Staff Program Manager GS-13
Section Chief Technical & PM Technical Staff GS-12
Section Chief Technical & PM Technical Staff GS-12
Section Chief Technical & PM Technical Staff GS-12
Section Chief Technical & PM Technical Staff GS-12
Tech Manager Technical Staff GS-11
Tech Manager Technical Staff GS-11
Except PPM
Intern GS-5/7/9
LEGEND
Target
Function containing position targeted in Individual Development Plan.
Other Function
Function containing current position if in other than target function.
Key and SES positions in target and other functions
Typical career path when guidance of career development plan is followed.
Cross-functional promotion requiring experience per gaining function CDP.
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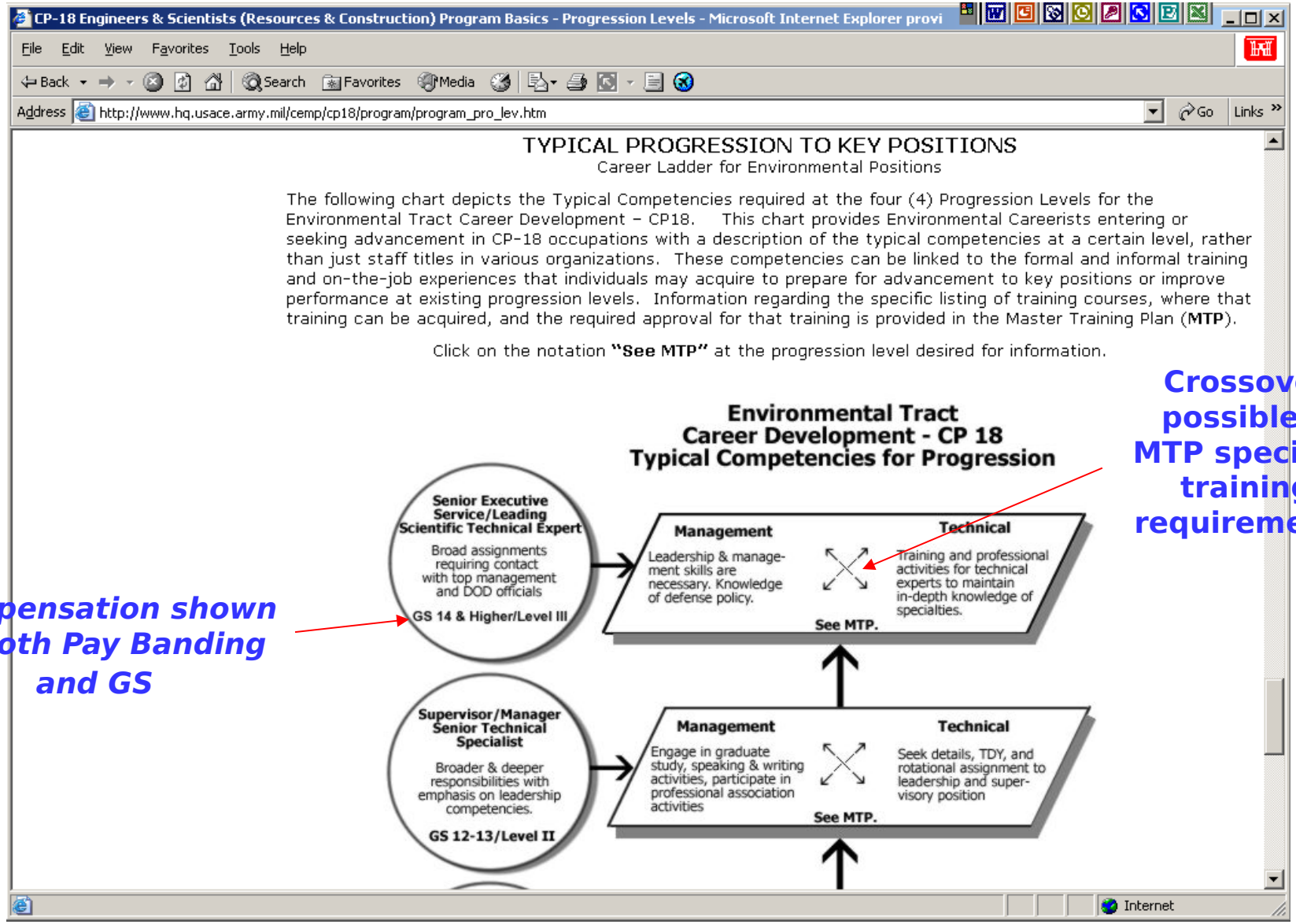
A sample of the “older” GS structure chain

The “new” career ladder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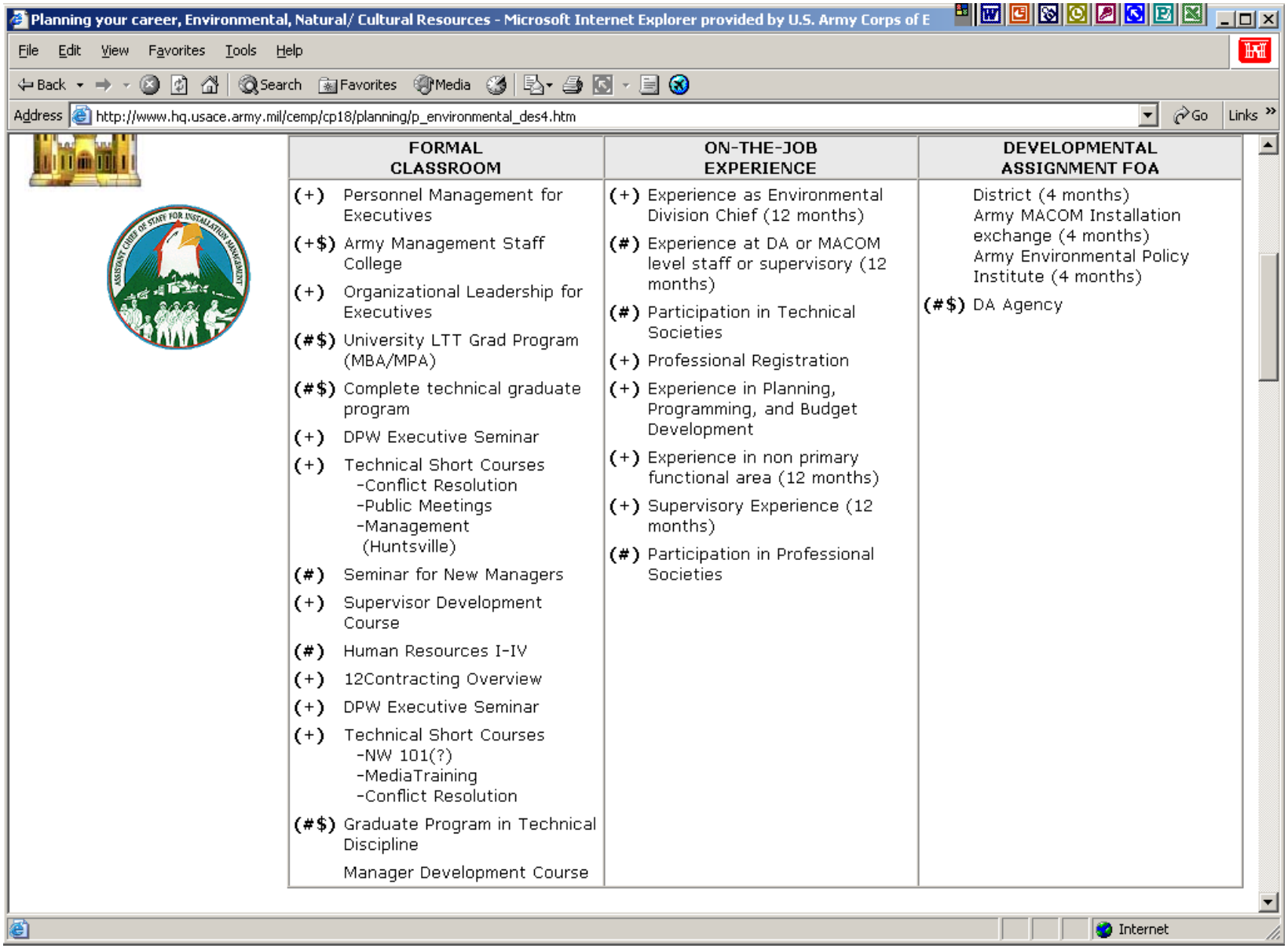
TYPICAL PROGRESSION TO KEY POSITIONS
Career Ladder for Environmental Positions
The following chart depicts the Typical Competencies required at the four (4) Progression Levels for the Environmental Tract Career Development – CP18. This chart provides Environmental Careerists entering or seeking advancement in CP-18 occupations with a description of the typical competencies at a certain level, rather than just staff titles in various organizations. These competencies can be linked to the formal and informal training and on-the-job experiences that individuals may acquire to prepare for advancement to key positions or improve performance at existing progression levels. Information regarding the specific listing of training courses, where that training can be acquired, and the required approval for that training is provided in the Master Training Plan (MTP).
Click on the notation "See MTP" at the progression level desired for information.
Environmental Tract
Career Development - CP 18
Typical Competencies for Progression
Senior Executive Service/Leading Scientific Technical Expert
Broad assignments requiring contact with top management and DOD officials
GS 14 & Higher/Level III
Management
Leadership & management skills are necessary. Knowledge of defense policy.
Technical
Training and professional activities for technical experts to maintain in-depth knowledge of specialties.
See MTP.
Supervisor/Manager Senior Technical Specialist
Broader & deeper responsibilities with emphasis on leadership competencies.
GS 12-13/Level II
Management
Engage in graduate study, speaking & writing activities, participate in professional association activities
Technical
Seek details, TDY, and rotational assignment to leadership and supervisory position
See MTP.
Internet

Compensation shown in both Pay Banding and GS

Crossover possible. MTP specifies training requirements

http://www.hq.usace.army.mil/cemp/cp18/program/program_pro_lev.htm

Grade Level: GS 12-14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FORMAL CLASSROOM	ON-THE-JOB EXPERIENCE	DEVELOPMENTAL ASSIGNMENT FOA
(+) Personnel Management for Executives (+$) Army Management Staff College (+) Organizational Leadership for Executives (#$) University LTT Grad Program (MBA/MPA) (#$) Complete technical graduate program (+) DPW Executive Seminar (+) Technical Short Courses -Conflict Resolution -Public Meetings -Management (Huntsville) (#) Seminar for New Managers (+) Supervisor Development Course (#) Human Resources I-IV (+) 12Contracting Overview (+) DPW Executive Seminar (+) Technical Short Courses -NW 101(?) -MediaTraining -Conflict Resolution (#$) Graduate Program in Technical Discipline Manager Development Course	(+) Experience as Environmental Division Chief (12 months) (#) Experience at DA or MACOM level staff or supervisory (12 months) (#) Participation in Technical Societies (+) Professional Registration (+) Experience in Planning, Programming, and Budget Development (+) Experience in non primary functional area (12 months) (+) Supervisory Experience (12 months) (#) Participation in Professional Societies	District (4 months) Army MACOM Installation exchange (4 months) Army Environmental Policy Institute (4 months) (#$) DA Agency

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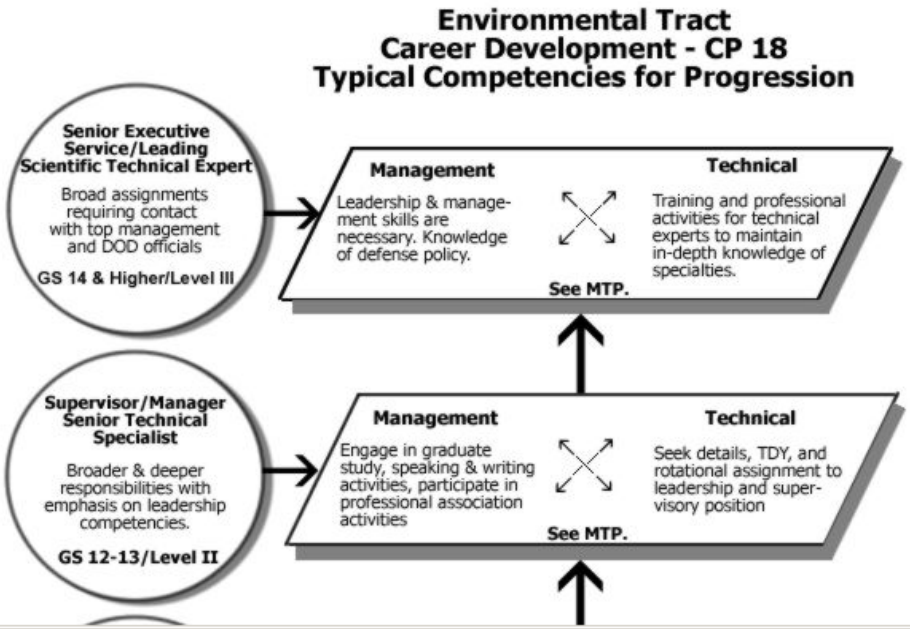
TYPICAL PROGRESSION TO KEY POSITIONS

Career Ladder for Environmental Positions

The following chart depicts the Typical Competencies required at the four (4) Progression Levels for the Environmental Tract Career Development – CP18. This chart provides Environmental Careerists entering or seeking advancement in CP-18 occupations with a description of the typical competencies at a certain level, rather than just staff titles in various organizations. These competencies can be linked to the formal and informal training and on-the-job experiences that individuals may acquire to prepare for advancement to key positions or improve performance at existing progression levels. Information regarding the specific listing of training courses, where that training can be acquired, and the required approval for that training is provided in the Master Training Plan (**MTP**).

Click on the notation **"See MTP"** at the progression level desired for information.


Environmental Tract
Career Development - CP 18
Typical Competencies for Progression
Senior Executive Service/Leading Scientific Technical Expert
Broad assignments requiring contact with top management and DOD officials
GS 14 & Higher/Level III
Management
Leadership & management skills are necessary. Knowledge of defense policy.
Technical
Training and professional activities for technical experts to maintain in-depth knowledge of specialties.
See MTP.
Supervisor/Manager Senior Technical Specialist
Broader & deeper responsibilities with emphasis on leadership competencies.
GS 12-13/Level II
Management
Engage in graduate study, speaking & writing activities, participate in professional association activities
Technical
Seek details, TDY, and rotational assignment to leadership and supervisory position
See MTP.

Internet

http://www.hq.usace.army.mil/cemp/cp18/program/program_pro_lev.htm

Grade Level: GS 12-14

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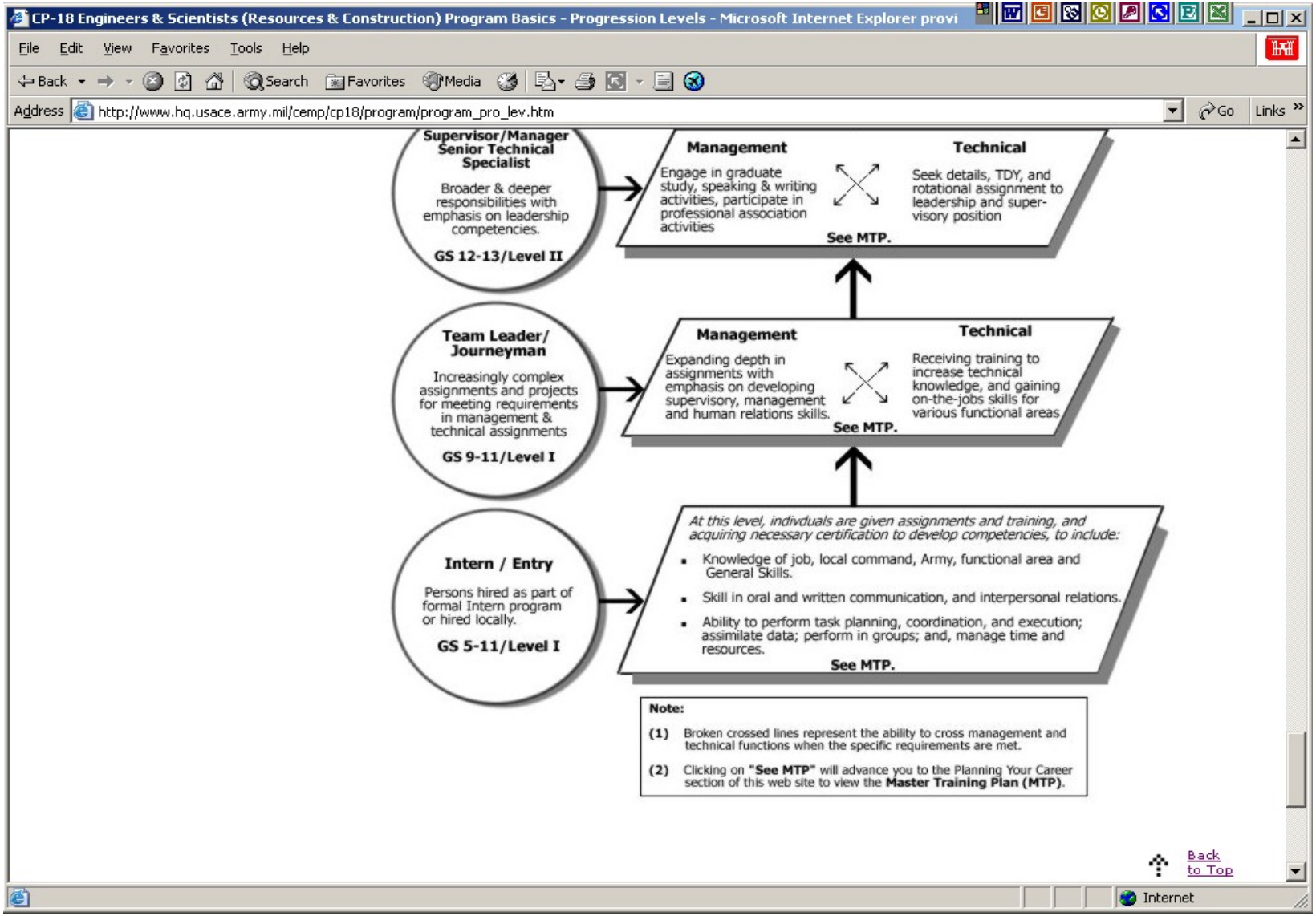
FORMAL CLASSROOM	ON-THE-JOB EXPERIENCE	DEVELOPMENTAL ASSIGNMENT FOA
(+) Personnel Management for Executives	(+) Experience as Environmental Division Chief (12 months)	District (4 months) Army MACOM Installation exchange (4 months) Army Environmental Policy Institute (4 months)
(+$) Army Management Staff College	(#) Experience at DA or MACOM level staff or supervisory (12 months)	(#$) DA Agency
(+) Organizational Leadership for Executives	(#) Participation in Technical Societies	
(#$) University LTT Grad Program (MBA/MPA)	(+) Professional Registration	
(#$) Complete technical graduate program	(+) Experience in Planning, Programming, and Budget Development	
(+) DPW Executive Seminar	(+) Experience in non primary functional area (12 months)	
(+) Technical Short Courses -Conflict Resolution -Public Meetings -Management (Huntsville)	(+) Supervisory Experience (12 months)	
(#) Seminar for New Managers	(#) Participation in Professional Societies	
(+) Supervisor Development Course		
(#) Human Resources I-IV		
(+) 12Contracting Overview		
(+) DPW Executive Seminar		
(+) Technical Short Courses -NW 101(?) -MediaTraining -Conflict Resolution		
(#$) Graduate Program in Technical Discipline		
Manager Development Course		

Internet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Supervisor/Manager Senior Technical Specialist
Broader & deeper responsibilities with emphasis on leadership competencies.
GS 12-13/Level II
Management
Engage in graduate study, speaking & writing activities, participate in professional association activities
Technical
Seek details, TDY, and rotational assignment to leadership and super-visory position
See MTP.
Team Leader/ Journeyman
Increasingly complex assignments and projects for meeting requirements in management & technical assignments
GS 9-11/Level I
Management
Expanding depth in assignments with emphasis on developing supervisory, management and human relations skills.
Technical
Receiving training to increase technical knowledge, and gaining on-the-jobs skills for various functional areas
See MTP.
Intern / Entry
Persons hired as part of formal Intern program or hired locally.
GS 5-11/Level I
At this level, indivduals are given assignments and training, and acquiring necessary certification to develop competencies, to include:
Knowledge of job, local command, Army, functional area and General Skills.
Skill in oral and written communication, and interpersonal relations.
Ability to perform task planning, coordination, and execution; assimilate data; perform in groups; and, manage time and resources.
See MTP.
Note:
(1) Broken crossed lines represent the ability to cross management and technical functions when the specific requirements are met.
(2) Clicking on "See MTP" will advance you to the Planning Your Career section of this web site to view the Master Training Plan (MTP).
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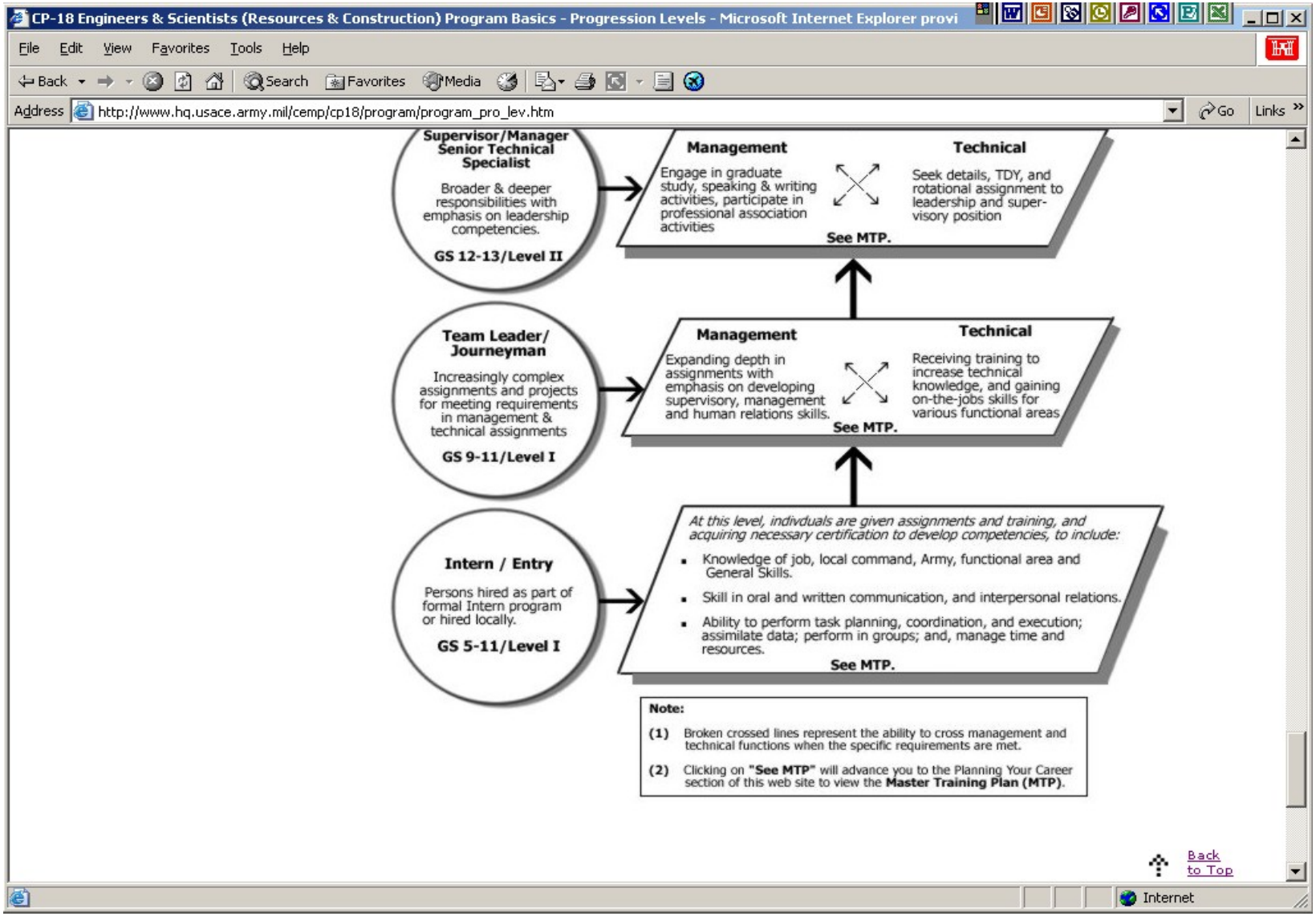
MASTER TRAINING PLAN

CAREER COUNSELING

Master Training Plan

FORMAL CLASSROOM	ON-THE-JOB EXPERIENCE	DEVELOPMENTAL ASSIGNMENT FOA
(+) Communications Skills (+) Computer Applications (+) DPW Management Overview (+) Technical Short Courses (+) Contracting Officers Representative (#$) University Graduate Training in Environmental Discipline (night school) (#) Seminar for New Managers (+) Supervisor Development Course (#) Human Resources IIV (+) 12 Contracting Overview (+) DPW Executive Seminar (+) Technical Short Courses -NW 101(?) -Media Training -Conflict Resolution (#$) Graduate Program in Technical Discipline	(#) 819 only: Professional Registration (#) Participation in Technical Societies (+) 3 or more Functional areas (+) Professional Registration (+) Experience in Planning, Programming, and Budget Development (+) Experience in non primary functional area (12 months) (+) Supervisory Experience (12 months) (#) Participation in Professional Societies	AMC/TRADOC/FORSCOM exchange rotation (4 months) District (4 months) Army MACOM Installation exchange (4 months)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Supervisor/Manager Senior Technical Specialist
Broader & deeper responsibilities with emphasis on leadership competencies.
GS 12-13/Level II
Management
Engage in graduate study, speaking & writing activities, participate in professional association activities
Technical
Seek details, TDY, and rotational assignment to leadership and super-visory position
See MTP.
Team Leader/ Journeyman
Increasingly complex assignments and projects for meeting requirements in management & technical assignments
GS 9-11/Level I
Management
Expanding depth in assignments with emphasis on developing supervisory, management and human relations skills.
Technical
Receiving training to increase technical knowledge, and gaining on-the-jobs skills for various functional areas
See MTP.
Intern / Entry
Persons hired as part of formal Intern program or hired locally.
GS 5-11/Level I
At this level, indivduals are given assignments and training, and acquiring necessary certification to develop competencies, to include:
Knowledge of job, local command, Army, functional area and General Skills.
Skill in oral and written communication, and interpersonal relations.
Ability to perform task planning, coordination, and execution; assimilate data; perform in groups; and, manage time and resources.
See MTP.
Note:
(1) Broken crossed lines represent the ability to cross management and technical functions when the specific requirements are met.
(2) Clicking on "See MTP" will advance you to the Planning Your Career section of this web site to view the Master Training Plan (MTP).
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MASTER TRAINING PLAN

CAREER COUNSELING

Master Training Plan

FORMAL CLASSROOM	ON-THE-JOB EXPERIENCE	DEVELOPMENTAL ASSIGNMENT FOA
Core Environmental Intern Training Courses Base Environmental Coordinators' Course National Environmental I Policy Act (NEPA) Implementation Course Defense Hazardous Materials/Hazardous Waste Handling Course Directorate of Engineering and Housing (DEH) Intern Leadership Development Course Data Base 1383 Training Course THAMA Compliance Tracking System Course Environmental Compliance Assessment System (ECAS) Training DoD Pest Management Course Environmental Laws and Regulations Health and Safety Construction Training Contracting for Technical Personnel Integrated Training Area Management Integrated Training Area Management (ITAM) Workshop		At GS 5 and 7 - Installation developmental assignments. At GS-5, no dev assignment before the 2nd year or GS-7. Environmental Media Specialists - Assignments in alternate media, Natural and/or Cultural Resources track. Natural Resource Specialists - Assignments in alternate Natural Resource Specialty, and/or a cultural resources assignment. At GS-9, or 34d to 4th year, Assignments in DPW, (Master Planning) DOL (HazWaste/P2, air quality or water quality specialists) DPT (for Natural Resource Specialists)

Internet

Questions?

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